

FCCO Presents “Going Away” Gift to Commissioner Connor



Copy of photo presented to the Commissioner from FCCO

By Pat Page
Deputy Construction Engineer
Four Corners Construction Office

In December 2013, Barry Longwell and Pat Page, on behalf of the employees of the Four Corners Construction Office, presented Commissioner Connor with a framed photo of construction of the Navajo Gallup Water Supply Project. As we all know, the Commissioner is awaiting confirmation as the Deputy Secretary of the Interior so the folks at FCCO felt it was appropriate to give him a “going away” gift in recognition of the Commissioner’s tireless efforts and support of the Project, dating back to his days as Counsel to the U.S. Senate Energy and Natural Resources Committee. FCCO employees signed the photo.



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A caption on the photo read “Putting Pipe in the Ground; Bringing Water to People”. The caption was fitting in that it combined two phrases that have become the underlying theme of the Project. In a briefing a few years ago, where the challenges of connecting the main NGWSP transmission line to existing distribution lines to serve residences were being discussed, the Commissioner addressed the issue by stating that we must find a way to make these connections happen (within the confines of the authorized budget ceiling of course!) because this Project is about “bringing water to people”. The other phrase on the photo was born as a result of an 11th hour request from the Commissioner for talking points for a speech at the Colorado River Water Users Association conference. Recognizing the limited time he had for his speech, and the myriad of Colorado River Basin topics he was going to touch on, FCCO staff decided to keep the NGWSP update short and sweet and responded with “We’re putting pipe in the ground! What more do you need to know?”. He used the update word-for-word in his speech, and apparently this statement became a popular response back in D.C. whenever the topic of NGWSP would come up.

The Commissioner seemed to appreciate the gift and even took time to show it to Secretary Jewell prior to her speech at this year’s CRWUA conference.



Commissioner Connor showing Secretary Jewell the gift from the FCCO

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Western Colorado Area Office in Grand Junction Moves



On Monday, January 13, Reclamation's Western Colorado Area Office in Grand Junction moved to 445 W Gunnison Ave, Suite 221, Grand Junction, CO 81501. The building is a remodeled sporting goods store located near downtown Grand Junction, Colo. The building also houses the U.S. Fish and Wildlife Service, U.S. Geological Services, Armed Services Recruiting, and the Animal and Plant Health and Inspection Services.

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Managers must lead, and leaders must manage

"You manage things; you lead people."

— Grace Murray Hopper

What is the difference between management and leadership? It is a question that has been asked more than once — and also answered in many different ways.

Today, we live in an information age in which managers have had to shift toward becoming the ones who create the environment that helps empowered, knowledgeable people succeed. What's more, the transition to a service economy has placed less of an emphasis on controlling others and more of an emphasis on the human skills of building strong relationships.

As a result, today's managers, more and more, have to develop some leadership skills. Many people, by the way, are both. They have management jobs, but they realize that you cannot buy hearts, especially to follow them down a difficult path, and so act as leaders, too.

The main difference between managers and leaders is the way the two styles motivate people and teams to achieve objectives:

● **Leaders set the goals and new direction, challenging the status quo.** They are visionaries and spearhead the team, motivating and leading them to reach this new direction.

● **Managers, on the other hand, maintain the status quo,** specializing in conformance to the standard, managing teams and



**Brad
Larsen**

■
**Success
Strategies**

individuals around boundaries that have been set, and organizing and directing to achieve the task.

● **Leadership and management — although relatively easy to distinguish between — become complex because we have to be both.** The manager side has to control systems, resources and standards, acting to keep it all together; the leader side has the task of leading teams to achieve uncharted boundaries.

The following questions are meant to provoke thought, remembering that most executives need both strong management and leadership skills:

1. Do you think more about immediate results or about mentoring others? Managers focus on the process and immediate efficiency more than leaders do. Leaders think about how they invest their time to develop the strongest talent so that those people can grow and do more over time.

2. Do you think people will be motivated if you pay them enough? Leaders understand that pay is a satisfier, not a true motivator. Once the satisfier is in place at an acceptable level,

people are motivated by the nature of the work, challenges and opportunities to learn and grow; and on whether or not they feel their bosses support or care about them.

3. Do you think having a consistent recognition system is enough? Leaders recognize that everyone is motivated a little differently, and so consistency is not an absolute virtue in recognizing people. Managers emphasize systems more than they do people or personalities.

4. Do you think the best way to build a team is to set challenging group goals? Managers tend to think more in terms of what has been done before and try to make more incremental improvements, while leaders like to challenge people to bring out their best in ways they themselves may not have imagined possible.

5. Do you get the greatest pleasure from making the work process more effective? This is a classic manager's priority, deriving most pleasure from process and efficiency. Leaders enjoy that a lot, too, but they tend to enjoy it most when they can help people and organizations grow.

6. Do you spend more time on weaker performers or top performers? Leaders seek to invest their attention on their strongest people and avoid remediation or constant oversight of weaker performers. Managers tend to focus more on problems to solve than they do on opportunities to boost people

toward previously unachieved levels of excellence.

7. Do you surround yourself with people who are better at what they do than you? Leaders are all about finding and cultivating talent, and are not threatened by it. Managers may tend to want to feel more in control and know that highly talented people can be very independent and difficult to "manage."

8. Do you think it's your job to know everything that goes on in your area? Leaders focus more on knowing the people who know what is going on, rather than on the details of everything that is going on.

Demonstrating good leadership skills without the management skills to support it will leave you with an inability to operationalize your visions. Likewise, being a good manager without good leadership skills will cause continual challenges in motivating your team and producing the results you are trying to achieve.

A commonly coined phrase tells us that "leadership is doing the right thing and management is doing things right." This illustrates how the two skill sets need to work together. In order to be fully successful, you must have the ability to manage the day-to-day tasks and deliver results, while seeing the opportunity for change and the big picture.

Brad Larsen is a life coach and corporate consultant from Northern Utah. He can be reached at bradlarsen@dailymasterpieces.com.



Thoughts from the Front Office

Howdy everyone.

In my last UC Today posting, I shared some observations regarding safety. I also asked for your input and said that Ann Gold, Brent Rhees and I would be setting up employee meetings to get with you, face-to-face, and encourage a dialogue about safety in the UC Region. Well, that dialogue has begun (and will continue) -- and I wanted to give you a status report.

First, we've started the employee meetings and will get them all scheduled as soon as we can.

My first meeting was in the Provo Area Office and I really appreciate the feedback that I received both during the meeting and afterwards as folks caught me one-on-one. As I had assumed, there are so many good observations and suggestions out there in the hearts and minds of our co-workers. To give you a sense of the kind of dialogue that we had, let me summarize some points that employees raised with me:

-- How can we better share information with each other so that everyone is aware of potential hazards and can plan their work accordingly and safely? For example, some employees traveled to a site to do field work, parked their vehicle in a fenced area but when they returned to the vehicle, buffalo were milling around the vehicle. Had these employees known about the potential of buffaloes in the area where they parked, they could have factored that into their plans and could have avoided the potential problems inherent with humans interfacing with a herd of buffalo. To put your mind at ease, everything worked out OK -- but, this might be a situation that fits in the category of "luck being on our side." I'll take all the good luck I can get but I don't want us to have to rely on "being lucky." Luck isn't a plan.

-- So, how can we share information about risks and hazards? One individual said we might have more frequent group safety meetings/discussions (daily, weekly, etc. -- dependent upon the situation and need). Another caught me and asked about placing video monitors in prominent locations and using them to display various information on a continuous basis (e.g. weather conditions, river/reservoir conditions, road conditions, specific information such as "there are buffalo in a certain area", etc.). These are all ideas that deserve more discussion and then decisions regarding what should be implemented.

-- Do we need more, fully trained safety professionals? I spoke about my experiences with a full-time safety officer in a Reclamation construction office way back in the 1970s. Other folks caught me with much more current examples of full-time safety professionals that we used to have. For my part, I very much want to hear more about this subject. I know that we are always looking for ways to "do more with less." However, we have to be smart about where we are OK



with having less staff and where it isn't OK. I've already talked a bit with Ann and Brent and I will also bring this topic up at our UCLT meeting on Feb. 13. I'm sure there will be more dialogue on this.

-- Connecting with the above item, do we have easy access to what we need regarding safety training, technical safety advice, independent oversight/monitoring of work-place safety and contractor safety (this list will probably get longer)? Again, let's keep talking about this. I believe everyone understands that safety starts with each of us. However, just as we need proper technical help on IT or finance or human resources -- we also need proper technical help on safety. More to come on this one too.

-- Workman's comp, how timely are the responses regarding medical procedures? An employee spoke to me about lengthy delays in getting approvals. I will follow-up and see what I can learn about what the process is and how we can eliminate delays. For me, if an employee is injured and needs a medical procedure, we need to get appropriate approvals in a very timely manner (here, I'm talking about follow-up care after the initial treatment and diagnosis of the injury). I'll share with you what I learn.

-- Fitness for duty and potential safety concerns. This is a topic I've had involvement in for years and it needs to be addressed properly but we must also deal with it in a respectful, sensitive manner. For example, I'm getting older (and don't I know it) and I've gotten broken up and put back together after an auto accident -- that can mean that I might not be the best fit for certain jobs that really require someone that in better physical condition (e.g. a couple of my joints don't have full range of motion any longer, etc.). However, what if I don't believe my limitations are significant -- what if my co-workers do? I think you get the drift of where this can sometimes lead. Again, let's keep discussing this -- I really need your input.

There's a quick summary of some of the dialogue and input that I've already received. Please keep sharing your ideas, your concerns, your suggestions. By working on this together, I know that we can take our good safety actions and accomplishments and make them even better.

Cheers, Larry W.

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Intimate Partner Violence

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Domestic Violence is primarily, though not exclusively, a crime committed by men against women. DV includes a pattern of assaultive and coercive behaviors, including psychological, sexual, and physical abuse, used by an individual to hurt, dominate and control an intimate partner.

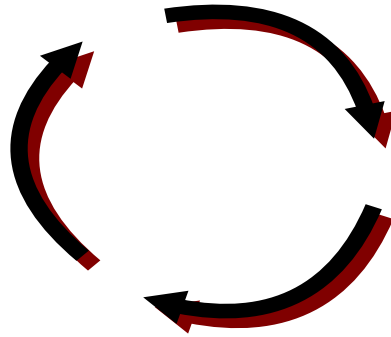
- *The Physician's Guide to Domestic Violence*

Relationship Cycle

“Honeymoon Stage”

Calm

Tension Building



Crisis or Explosion

Power and Control

Intentional Imbalance of Power

Control Tactics Might Include:

- Emotional Manipulation
- Coercion and Threat
- Physical or Sexual Force or Violence
- Isolation

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“Why Doesn’t She Just Leave?”

“I’m afraid for your safety.”

“I’m afraid for the safety of your children.”

“We are here to help you whenever
you are ready.”

“You don’t deserve to be abused.”

“It’s not your fault.”

“How can I help you?”

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Barriers to Leaving

- LOVE
- Hope
- Children
- Family Pressure
- His conscious campaign to keep her
- Danger
- Fear
- Economic
- Shame / Embarrassment
- “Normal”

Co-Occurrence

- Child Abuse
- Physical and Sexual
- Substance abuse
- Mental illness

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At Higher Risk

- Immigrant
- LGBTQ
- Elderly
- Refugee
- Children

What can YOU do?

- Be Present
- Listen Without Judgment
- Offer Support
- Don't be the expert, be the friend

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What do we do?

- **Family Justice Center**
 - Walk in Support: 9am-5pm, Mon-Fri
 - 15 partners offering co-located services
- **Residential Services**
 - Crisis Line 24/7
 - Shelter (1-6 month stay) – 181 beds
 - Transitional Housing (up to 2 years) – 48 units
- **For Every Woman**
 - Preschool and Child Care
 - Women's Leadership Development
 - Mission-based Educational Opportunities

Ways to support your YWCA

The YWCA begins with membership:

- ✓ Something for everyone (even men!)
- ✓ A personal statement that you believe in and support our work

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Other Opportunities:

- Cash contributions – our greatest need
- Service
- In-kind

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Thank you for your support.
You make our work possible!

Dating Violence is an occurrence or pattern of harmful, cruel, abusive or violent behavior that someone uses against a girlfriend/ boyfriend or someone they 'date'.

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Recognizing Unhealthy Relationships

- Possessive
- Jealous
- Uses guilt
- Sexual pressure
- Physical force
- Obsessive texting or calls
- Stalking
- Controlling Behaviors & Attitudes

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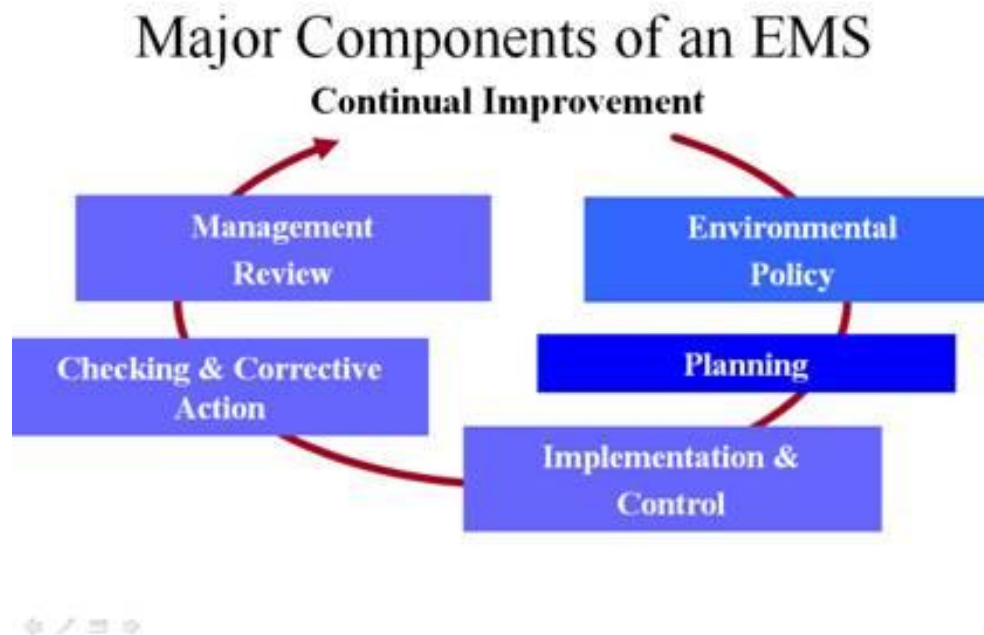
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Sustainability and Environmental Management Systems (SEMS)



Reclamation is committed to pollution prevention, compliance with environmental regulations and continual improvement of environmental performance. Through the development of Sustainability and Environmental Management Systems (SEMS) at appropriate organizations, Reclamation will take a more systematic approach in achieving its environmental goals and addressing the environmental impacts of its operations and activities. Reclamation's policy for Environmental Stewardship is available for viewing at <http://www.usbr.gov/recman/env/env-P05.pdf>.

[Click to watch EMS Videos](#)

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RECLAMATION

Managing Water in the West

February 2014
Upper Colorado Region



UC Today

Uganda: 8,752 Miles and 10 time Zones Away



By Stacey Smith
Communication Specialist
Upper Colorado Region

In January, I made a trip to Uganda with a team of volunteers from Reclamation, NASA, and a local Utah non-governmental organization (Interethnic Health Alliance). The idea was to look at water supply and treatment options that could assist small rural Africa communities with their water quality problems, many of which result in the spread of water-borne diseases.



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We also had the opportunity to talk to school kids and adults about the work being done by both NASA and Reclamation. We took with us a laptop computer and a small battery-powered projector. This gave us the opportunity to make dramatic powerpoint presentations in areas where there is no electricity. In these presentations, we highlighted the importance of staying in school and doing studying hard. After each presentation, there was always a barrage of fascinating questions.

This trip, for me personally, was a life altering experience. The plane rides were long, but well worth it. For Americans, it is sometimes difficult to comprehend living conditions in the developing world. But this trip gave me the opportunity to observe these conditions first hand.

As a Reclamation employee, it gave me an appreciation for the important work that my agency accomplishes by providing reliable clean water to the West. It also made me realize how sharing Reclamation's knowledge can help improve global conditions.

Reclamation and NASA currently have a research project looking at solving some water quality issues on the Navajo Reservation. Some funding for this research project is being provided through Reclamation's Science and Technology Program. One idea with the African trip was to see if the technologies being evaluated for the Navajos also have application in countries like Uganda. Stay tuned.

More photos below



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Retirement Planning - To Stay or Not To Stay in Government

By [Tammy Flanagan](#) National Institute of Transition Planning

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Last week, I [wrote about my experience](#) talking to “Heather,” a 36-year-old-federal employee. Here are the basics of Heather’s situation:

- Age 36 with 10 years of federal service; in the Federal Employees Retirement System.
- TSP balance: more than \$200,000.
- Employed as a GS-14 project manager in the Washington area, at a salary of \$112,224.
- Contributes at least 10 percent of basic pay to her Thrift Savings Plan account and is diversified between the five TSP options, with a substantial percentage split between the C, S and I funds.
- More than 20 years from retirement.
- Single mother raising a young son.

Heather’s big question is whether she should continue to work for the federal government or leave federal service for a potentially more interesting position in the private sector. Because of her need to care for her son and the fact that she is the sole breadwinner for her family, she has to be very careful when making career moves.

I offered Heather the following tips and suggestions:

- Remember that in her current position, she gets a pension. The value of her FERS retirement will be based on having 31 years of service at age 57. It will be worth 31 percent of her high-three average salary if she continues in federal service to her minimum retirement age. This pension benefit would have to be replaced with retirement savings to provide equivalent income to her at 57. So, for example, using the 4 percent investment withdrawal rule of thumb, creating a \$20,000 per year income would require an investment of \$500,000. Heather should be aware that most employers in the private sector will not provide a similar defined benefit pension such as the FERS basic benefit.
- Ask potential future employers about retirement savings options, including matching contributions, fees and expenses, investment options and vesting requirements. Not all employers provide matching contributions and the expense ratios will likely be much higher than the low administrative expenses of the TSP. (The TSP’s 2012 rate was .027 percent, or 27 cents per \$1,000 of investments).
- If there is no pension benefit, then the reality is that Heather’s savings will have to play a more important role in her retirement. She is doing a great job with her TSP account and if all goes well, she is on track to retire at age 57 if she stays in government.
- Other options may include changing jobs within the federal service without changing benefits to find more rewarding work.
- Other factors that will influence her career decisions include on-site day care at her federal employer; health insurance; Federal Employees Group Life Insurance that “floats” with her salary; family-friendly leave policies; and built-in disability benefits through accumulated sick leave, leave banks, leave transfer and disability retirement benefits.

Heather would be smart to consider the value of all of her federal benefits before making the decision to change careers and leave her federal job.

It can be an eye-opening process to review your benefits to understand their value and the factors that influence their future growth. The next step for Heather would be a thorough review of her retirement goals with a financial adviser to look at the big picture and



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find out if she has any debt and tax issues that might be lurking that could derail her plans. As a single mom, she'll also need to address estate planning issues at some point.

The good news is that Heather is doing many things right and she's on a path to a comfortable retirement. And that just goes to show that retirement planning should be an ongoing process throughout your federal career.

By Tammy Flanagan

<http://www.govexec.com/pay-benefits/retirement-planning/2013/08/mystery-vanishing-service-credit/67946/>

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Oral History Spotlight

The UC Regional Library has a collection of 110 oral history interviews conducted by Historians, with various Reclamation employees throughout the years. The oral histories capture candid “in their own voice” memories of employees and their experiences working for Reclamation. The oral histories preserve information about Reclamation that would not normally appear in Reclamation’s official records. Contents of the oral histories range from the humorous to reflective of the situation at the time, and all are informative!

Oral History Interview Rodney (Rod) J. Vissia

Mr. Vissia joined Reclamation in 1960, he was Project Engineer for Sespe Creek Project Study, then Chief of the Special Investigation Branch to Chief of the Planning Division and finally to Regional Director in Boise at the Behest of an Under Secretary of the Interior. What follows are excerpts from Mr. Vissia’ oral history book:

“ . . . I’ve learned since working for the Bureau that it was probably one of the . . . better managed government organizations . . . compared to some of the other government agencies that I’ve run across . . . ”

The other thing that I’ve learned since working for the Bureau that it was probably one of the, I felt, better managed government organizations that I’ve come across, because I worked closely with USAID and the State Department overseas for the last few years, and I have to say the Bureau looked like IBM or AT&T in terms of the way it’s managed compared to some of the other government agencies that I’ve run across since that time.

Promoted to Regional Director in Boise at the Behest of an Under Secretary of the Interior

Then in about 1975, we had a visit from the Under Secretary of the interior, and I can’t even remember his name right now. At that time, the state of California and the Bureau of Reclamation were a little bit at odds about what the flow should be from the Delta through San Francisco Bay because of the fisheries and the water quality conditions in the bay. The Bureau and the state did not see eye to eye on how much that should be, and also there was always the problem of, is the Bureau required to have state’s water rights? Even though we always applied for them and we always got them,



our solicitor always maintained that we didn't have to by federal law. We did not have to apply for or get state's water rights, even though we always did.

Anyway, the reason for the Under Secretary of the interior to come out, he wanted to take a look at the Delta and the situation on the ground, and so Pafford asked me to take him around for about three days. I drove him around, and we talked a lot about the problem and I showed him a lot of things. It's my understanding that, based upon that trip, he told Gil that I should be considered for a promotion, for a regional director's job, and Gil didn't seem to be too happy about that, that this Under Secretary was telling him who he should promote.

At any rate, Gil called me, and I think he's the one, in fact, that even told me that. He said, "Well, you have two choices. You can stay in Sacramento, because Pafford was retiring at about that time, or you can go to Boise, Idaho," because Harold Nelson, the regional director up there, had retired. So I selected Boise and went there, I think it was in '76. In '73, excuse me, 1973. So this trip would have been—I have to backtrack— would have been in '72 that the Under Secretary was out visiting the Delta, rather than '75. So it was 1973 is when I went to Boise and became the regional director, and I stayed there until 1980.

To read the full interview of [Rodney J. Vissia](#) click here, or if you prefer a hard copy contact [Chantel Bouchard](#), Regional Office Library Coordinator.

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The Last Umbreit Quagga Zebra Mussel Story



Nancy Umbreit recently retired from the Bureau of Reclamation after a 35 year career in Federal Service; 24 years with the Bureau of Reclamation at the Albuquerque Area Office. She eventually became an Environmental Protection Specialist and has worked at that position for the last 13 years in the Environment and Lands Division.

One of Nancy's duties was working on the Albuquerque Overbank Project with the City of Albuquerque Open Space, the University of New Mexico, and volunteers. At Nancy's retirement, it was announced that the Bosque Ecosystem Monitoring Program is taking over management of the Albuquerque Overbank Project and is naming the site the "Umbreit site" after Nancy in appreciation for her efforts.

Since approximately 2008, she has focused much of her time on the quagga and zebra mussel. She was asked by the AAO Area Manager to serve on a statewide team to develop an Invasive Species Protection Plan to prevent the transport of nuisance species (i.e. quagga and zebra mussels) into the State of New Mexico.



The Albuquerque Area Office will miss Nancy's enthusiasm and passion, particularly when it comes to passing on her knowledge about the potential for invasive mussel infestation in Reclamation's New Mexico reservoirs.

Mike Andrews and Kelly Oliver-Amy of the Environment Division and will be dividing Nancy's duties to continue this very important mission.

Please see below for the most recent information on the quagga and zebra mussels.

During 2013, the Bureau of Reclamation has continued to monitor seven of its reservoirs in the State of New Mexico (Navajo, Heron, El Vado, Elephant Butte, Caballo, Sumner, and Brantley). No confirmed mussel detections were made during 2013 at these reservoirs. However, an unconfirmed PCR (Polymerase Chain Reaction, a technique to amplify a single or few copies of a piece of DNA to determine the species of origin) finding occurred from a sample taken at Navajo Reservoir's Sims Marina in July 2013. It is believed that the ongoing drought, along with fluctuating reservoir levels, may be affecting mussel establishment. Continued vigilance is important as conditions may change in the future. As recently as 2012, Reclamation considered three reservoirs in the State of New Mexico "suspect" for having quagga mussels: Sumner, El Vado, and Navajo. As noted in 2012, further testing and confirmation is necessary before these waterways meet the State of New Mexico's criteria for being deemed "infested." Within the State of New Mexico, a body of water is determined infested if it meets the following conditions:

- 1) Aquatic Invasive Species (AIS) is confirmed by positive PCR testing from two independent labs and at least one sample is confirmed positive by microscopy analysis;
or
- 2) Confirmation of live adult AIS by two experts in the field of taxonomic identification of the taxa in question.

Without the presence of an organism (body), the positive DNA testing indicates an introduction or "inoculation", but not enough evidence to state that the water body has an established reproducing mussel population to call it infested.

Background and History

In January 2007, an employee with the National Park Service at Lake Mead, NV, discovered the first quagga mussel in the western United States. The mussels were likely transported to the west via a contaminated boat from an eastern state. Since that time, mussels have expanded their range throughout many western states. Since 2009, Reclamation has been sampling the aforementioned New Mexico reservoirs for mussels and processing these water samples through Reclamation's research lab in Denver.

In October 2012, a mechanic doing work on a boat at Elephant Butte Reservoir discovered living mussels; which were later identified as zebra mussels. The contaminated boat had been utilized multiple times at Elephant Butte over a number of years. According to the owner, who had moved the boat from Michigan to New Mexico, the boat had not been utilized outside of Elephant Butte since about 2007. Once this discovery was made, additional water testing for mussels at Elephant Butte was completed in November 2012. Results so far are negative.



Because Reclamation strongly believes that preventing the spread of mussels is the least costly option for protecting the state's water bodies, it is pursuing the following ongoing activities:

- Reclamation's AAO has made a serious public outreach effort since 2009, printing some 41,000 'Zap the Zebra' brochures and 1,000 mussel posters. These brochures and posters that have been dispersed throughout New Mexico at the state parks, convenience and sporting good shops, libraries, etc.
- Permanent signs with the "Stop Aquatic Hitchhikers!" message have been installed at boating docks and other key park locations that are under Reclamation's jurisdiction.
- Reclamation purchased three mobile decontamination units; one is permanently assigned to Elephant Butte Reservoir, one is available for the Chama River area, and the third unit is in the Pecos River basin area. However, these units can be moved where needed.
- State and Federal employees continue to be trained to perform watercraft inspections (Level 1) and decontamination procedures (Level 2).

Seven mussel decontamination station locations have been designated at the following reservoirs: Heron, El Vado, Elephant Butte Main Entry, Elephant Butte Hot Springs, Sumner, and two sites at Brantley. Funding and future direction shall determine if any of these facilities are built.

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Dennis Kubly - Releases his Intimate Grasp Retirement



Brent Rhees, Deputy Regional Director, Dennis Kubly, Beverley Heffernan

After 14 years with Reclamation's Upper Colorado Region, Dennis Kubly from the Bureau of Reclamation's Environmental Resources Division retired in January 2014. Dennis brought his talents and expertise to Reclamation from the Arizona Game and Fish Department where he developed extensive knowledge and talents as a biologist with experience in the Glen Canyon Adaptive Management Program. At Reclamation, Dennis served as Chief of the Adaptive Management Group and in a period of service as Acting Manager of the Environmental Resources Division.

As a career biologist, Dennis brought to Reclamation an intimate grasp of the Colorado River as it responds to operations of Glen Canyon Dam, and contributed a great deal to Reclamation's knowledge and understanding of issues associated with the Glen Canyon Adaptive Management Program (GCDAMP).

As Assistant Secretary for Water and Science Anne Castle noted in her January 6 letter to Dennis:

"Over the years I have recognized your tireless efforts to hold the GCDAMP to the highest standards of scientific and procedural integrity, and I believe it is a better program as a result of your tenure with Reclamation. As Chief of the Adaptive Management Group, your contributions to the increased understanding of adaptive management and its role in the protection of natural resources below Glen Canyon Dam, for the GCDAMP as well as for all of Reclamation, have been key to our success in implementing the Department of the Interior's adaptive management program and policies."

Dennis' many achievements at Reclamation included contributions to the successful completion of important National Environmental Policy Act and Endangered Species Act compliance for a number of high profile projects, including the 2012 High Flow Experiment Protocol. In recent years, Dennis also collaborated with key Reclamation experts to complete the Reclamation Manual on the Use of Adaptive Management Workshops to Manage Water Conflict, and successfully implemented Collaborative Competencies training which will continue to be a valuable tool for Reclamation and the Department of the Interior in the coming years.



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Inside This Issue:

1. [Does Food Rule Your Life?](#)
2. [Self Test: Are You a Compulsive Overeater?](#)
3. [4 Tips to Help You Live Healthier and Happier in 2014](#)
4. [For Your Information](#)

EAP Services:

1. [How to Use Your EAP](#)

Does Food Rule Your Life?

Do you feel “out of control” when it comes to food? Do you sometimes eat enormous amounts of food very quickly, until you feel uncomfortably full? Are you distressed by your inability to control your eating and subsequent weight gain? Do you try hard to diet, yet end up bingeing again?

If you answered “yes” to any of the above, read the information below about compulsive overeating, also known as binge eating disorder.



Binge Eating Disorder

Binge eating disorder is characterized by uncontrollable eating and consequent weight gain (see “Symptoms of Binge Eating Disorder,” below). The most important thing you need to understand if you are struggling with compulsive overeating is that bingeing and weight gain are not the problems, but rather symptoms of the real cause(s) of your disorder.

All forms of eating disorders are emotionally based. Your struggle with bingeing, weight gain or dieting will not end until the emotional reasons for bingeing are dealt with. According to experts who treat people with eating disorders, compulsive overeaters use food to cope with stress, emotional conflicts and daily problems.

Symptoms of Binge Eating Disorder

Symptoms of binge eating disorder include the following:

1. Regular episodes of binge eating. An episode is characterized by:

- Eating a larger amount of food than normal during a short period of time (less than two hours)
 - Lack of control over eating during the binge episode
2. Binge eating episodes are associated with three or more of the following:
- Eating much more rapidly than normal
 - Eating until feeling uncomfortably full
 - Eating large amounts of food when not physically hungry
 - Eating alone because you are embarrassed by how much you're eating
 - Feeling disgusted, depressed, or guilty after overeating
3. Feelings of emotional distress regarding overeating
4. Binge eating occurs at least two days a week for six months
5. Binge eating is not followed by inappropriate compensatory behaviors such as vomiting, fasting, using laxatives or compulsively exercising.

Note: The information above is for educational purposes only. Diagnosis of an eating disorder can only be given after a full examination by an appropriate health professional.

How to Stop Binge Eating

Although you may feel powerless toward food and may have suffered with compulsive overeating for years, you can learn to live a life free of compulsive overeating. Recovery begins with your decision to deal with the emotional issues in your life that have led to your disorder. Successful treatment most often includes the following:



- **Psychotherapy** - In general, therapy helps patients learn to recognize feelings that trigger compulsive overeating and learn new ways to deal with these feelings.
- **Nutritional counseling** - A nutritionist is often useful to help establish a safe diet plan and restore proper eating and nutritional habits.
- **Self-help groups** - Support groups can provide a supportive environment for individuals and their families.
- **Medication** - Antidepressants have been found to be helpful in the treatment of binge eating disorder. Other medical treatment may also be necessary to treat and monitor the physical health problems that often accompany binge eating disorder.

Other Types of Eating Disorders

Anorexia Nervosa

People with anorexia nervosa literally starve themselves by dramatically restricting their food/caloric intake. Symptoms include significant weight loss, refusing to maintain minimum normal body weight, loss of menstruation, dry skin, sallow complexion, disturbances in the perception of body shape, and an intense fear of gaining weight, even when underweight.



Bulimia Nervosa

Bulimia nervosa is characterized by recurrent periods of binge-eating in which the sufferer eats until overly full, often while feeling out of control. As the binge ends, fear of weight gain causes the person to develop compensatory behaviors such as purging, generally by intentionally vomiting, using laxatives or compulsively exercising.

What Causes Eating Disorders?

An eating disorder is not about food or weight. According to experts who treat people with eating disorders, an eating disorder is an attempt to control, hide, stuff, avoid and forget emotional pain, stress and/or self-hate.

Who Gets Eating Disorders?

- According to the most recent statistics, approximately 10 million Americans age 18 and older have an eating disorder.
- Approximately 5% of adolescent and adult women and 1% of men have anorexia nervosa, bulimia nervosa, or binge eating disorder.

Helping a Family Member or Friend

Keep the following in mind if you want to help a family member or friend get better:

- Educate yourself about eating disorders.
- Do not focus immediately on food and weight, those are not the real issues.
- Encourage them to seek professional help.
- Assure them that they are not alone and that recovery is possible.
- If you are the parent of a child under 18, you must stay very attuned to what is happening with your child. You may have to force them to go to doctors and/or the hospital. Keep in mind how serious eating disorders are and that they can kill.
- Listen to them. Do not be quick to give opinions or advice.
- Be patient. Recovery takes time.



Call Your EAP For Help

An eating disorder is an illness that requires professional diagnosis and specific treatment. Your Employee Assistance Program (EAP) can help you devise the recovery program that is just right for you. Call our toll-free telephone number for confidential counseling, referrals and information. You are not alone and your EAP can help you.

Are You a Compulsive Overeater?

Compulsive overeating is an addictive disorder. Compulsive overeaters are unable to control their chronic obsession with food. Answering the questions below may help you determine if you are a compulsive overeater.

1. Do you eat when you're not hungry?
2. Do you go on eating binges for no apparent reason?
3. Do you have feelings of guilt and remorse after overeating?
4. Do you give too much time and thought to food?
5. Do you look forward with pleasure and anticipation to the time when you can eat alone?
6. Do you plan these secret binges ahead of time?
7. Do you eat sensibly before others and make up for it when alone?
8. Is your weight affecting the way you live your life?
9. Have you tried to diet for a week (or longer), only to fall short of your goal?
10. Do you resent others telling you to "use a little willpower" to stop overeating?
11. Despite evidence to the contrary, have you continued to assert that you can diet "on your own" whenever you wish?
12. Do you crave to eat at a definite time, day or night, other than mealtime?
13. Do you eat to escape from worries or trouble?
14. Have you ever been treated for obesity or a food-related condition?
15. Does your eating behavior make you or others unhappy?



(From: Fifteen Questions, copyright 2014 by Overeaters Anonymous, Inc. Reprinted by permission of Overeaters Anonymous, Inc.)

Most compulsive overeaters will answer "yes" to several of the questions above. If you suspect that you might have a problem, your Employee Assistance Program (EAP) can help you. EAP counselors are specially trained to help people get the right help for an eating disorder like compulsive overeating. If you need help, why not call a professional EAP counselor today? We're here to help you.

4 Tips to Help You Live Healthier and Happier in 2014

The positive-lifestyle tips below are offered to help you get the new year off to a great start by improving your energy, mood and health. Choose one to get started. When you feel your new habit is firmly established, look to make other positive lifestyle changes throughout the year.

1. Identify the biggest source of stress in your life and face it head on. Too much stress drains your energy, undermines your mood and negatively impacts your health. If you're suffering from overwhelming or chronic stress ask yourself: What is the biggest problem or conflict that is troubling me and how can I deal with it more effectively? Face the issue head on by devising ways to change or manage the aspects of the issue over which you have control. Learn to let go of those aspects over which you have no control.



2. Commit to getting adequate, quality sleep each day.

According to a survey by the National Sleep Foundation, those who got fewer than six hours of sleep on weekdays were more likely to describe themselves as stressed, sad, angry and pessimistic. Conversely, those getting adequate sleep reported more positive feelings. For better energy and mood, make the quality and quantity of your sleep a priority. Commit to getting seven to eight hours of sleep each night.

3. Exercise four or more days per week. If exercise is not a regular part of your life, here's a new perspective to consider. The benefits of exercise are immediate. After just 20 minutes of exercise, your mood improves, you're less stressed and you have more energy. Don't overwhelm yourself with the thought that you have to exercise five days a week for the next year to improve your health. Instead, look at 20 to 30 minutes of exercise as a way of feeling better today.

4. Adjust your diet. What you eat and when you eat affects your energy and mood. Choose one or more of the following to help keep your energy and mood stable throughout the day:

- Start your day with a nutritious breakfast. The benefits include improved metabolism and better concentration and performance.
- Eat small meals and snacks every few hours. Eating consistently throughout the day provides your brain with a constant source of fuel.
- Limit your consumption of simple sugars (soda, candy, fruit juice) and refined carbohydrates (white bread, crackers, breakfast cereals, white rice). These can create radical spikes (and resulting drops) in your blood sugar levels and leave you feeling tired and irritable.
- Cut down on caffeine. Too much caffeine is linked to fatigue and mood swings.

For Your Information

PARENTING TIP

Really listen to your child. Communication with your child is a two-way proposition. To get your child to listen to you, you must listen to them, taking seriously their complaints, anger, happiness and ideas.

BALANCING WORK AND FAMILY

Give yourself permission to ask for help and support throughout the day, whether from co-workers or family members. Delegating the workload of your professional work and care-giving responsibilities can relieve the stress that comes with trying to do it all.

SIGNS THAT A RELATIONSHIP COULD BENEFIT FROM THERAPY

- Arguments rather than discussions
- Frequent criticisms
- An attitude of contempt
- Defensiveness rather than open curiosity
- Stonewalling or unresponsiveness
- Abusive words or physical violence
- Contemplation of, or actually having, an affair

If your relationship is suffering, contact your Employee Assistance Program (EAP) for confidential counseling or referrals. We're here to help you.



Employee Assistance Program Services

PROVIDED BY YOUR EMPLOYER FOR YOU AND YOUR DEPENDENTS

Your Employee Assistance Program is a prepaid and confidential program designed to help employees and their dependents resolve problems which may be interfering with their personal, work or home life. EAP Consultants offers help for marital and family issues, substance abuse, job concerns, emotional problems, life adjustments, legal issues, financial matters, and elder care and child care referrals.

If you're experiencing problems which are causing concern, you and your EAP Counselor can work as a team to find solutions.

For assistance, call EAP Consultants at: **800-869-0276** or request services by secure e-mail on the Member Access page of our website at <http://www.eapconsultants.com/> and use the password: **interioreap**.

Sharing Our Diversity by Sharing Your Recipes

From the kitchen of **Stacey Smith** – **Coffee Cake Cup for One!**



What you'll need a friend with a Coffee Cake

For the batter:

- 3 tbsp spelt flour or white.
- 1/4 tsp baking powder
- 1/16 tsp salt
- 1 stevia packet (or 1/32 tsp pure or 1 tbsp sugar)
- 1 tablespoon plus 2 tsp water
- 2 tsp oil or melted margarine or applesauce
- 1/4 tsp pure vanilla extract

For the streusel:

- 1/8 tsp cinnamon
- 1 and 1/4 tsp sucanat or brown sugar
- 1/4 to 1/2 tsp oil or melted margarine
- tiny, tiny pinch salt
- 2 pecan halves or walnut halves

(If using an oven, preheat to 330 F.) Combine batter dry ingredients and mix well. Add wet and mix until just mixed. In a tiny bowl, combine all streusel ingredients. Fill a greased muffin tin 1/2 way with the batter (or a ramekin or mug, if using the microwave). Sprinkle on two-thirds of the streusel, then spoon the remaining batter on top. Finally, sprinkle on the rest of the streusel. Cook 12-13 minutes in the oven, or around 1 minute in the microwave. (Microwave times may vary.)

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Reclamation African-American History Trivia

Here's this week's set of questions:

1. Who was the first African-American Nobel Peace Prize winner?
a - Albert John Luthuli b - Anwar El Sadat
c - Wole Soyinka d - Ralph Bunche
2. _____ was the name given to the all-black regiments of the U.S. Army started in 1866. The oldest _____, Mark Matthews, died at the age of 111 in 2005.
3. Vermont was the first state to abolish slavery in 1777. True or False

Last week, We asked,

1. In recent months, the [Albuquerque Area Office](#) has begun a new employee wellness program. The idea for this was originally instigated by [Mark Hungerford](#), an archaeologist at the AAO for the last 11 years.
2. The [Aspiring Leaders](#) module of the program aims at developing future leaders by providing a 6-day, 2-session, course for selected employees to develop and/or sharpen their leadership skills through formal and informal training, details/shadowing assignments, and other continuous learning activities.
3. [East Canyon Dam](#) is a concrete thin-arch structure, 10 miles southeast of Morgan on [East Canyon Creek](#).

Last winner was – [N/A](#)

Please use this [link to send your answers](#). To be fair we will draw names from the winners and one person will receive a prize. We will reach into the prize bin for something suitable for the winner...as long as supplies last.

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UC Today

Regional Director's Office

UGLY SWEATER

Holiday Open House and Party



By Levi Hutchinson
Executive Assistant

Attempting to hold an annual holiday open house is becoming more and more difficult. Not only do we need to think about those attending the Colorado River Water Users Association's annual conference out of town, others arranging the regional office employee association's holiday party, those preparing to take leave to spend with family and loved ones - but this year the Regional Director's Office had to make sure there was a location to hold it. You see, and for those of you who don't know, the regional office is in the middle of a move. "Constructioneers" (as I call them) are working hard here on the 8th floor each and every day. We did not have all of our lighting or ceiling tiles installed but it's been a tough year and *dangit – we wanna celebrate!* Plus, we're used to 'operating in the dark' as they say. (Continued on Next Page)



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What you might not know is that hallway tile was laid just the day before, boxes were unpacked and hauled away, food assignments to those in the front office were established, flyers were created and posted, staff stepped up to help with office coverage, and decorations went up! When we need something done, we all work together and pitch in as a team. Go Team!



Click to watch [Santa Baby Reclamation Style Music Video](#)

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In Transition

Former GP Region Employee Betty J. (Hanson) Stevens dies

Betty J. (Hanson) Stevens, 89, Solon, Iowa, formerly of Bismarck, died Jan. 18, 2014, at Solon Nursing Care Center. Services will be held at 2 p.m. Saturday, Jan. 25, at Eastgate Funeral Service, 2302 E. Divide Ave., Bismarck, with the Rev. Paul Schick officiating. Burial will be at Sunset Memorial Gardens, Bismarck.

Visitation will be held one hour prior to the service.

Betty was born Nov. 30, 1924, in Dawson, the daughter of Eric and Helen (Swanson) Hanson. Betty attended school in Dawson and graduated with her class of 12 students from Dawson High School in 1942. She briefly attended Business College and worked at a local Bismarck business during World War II. Betty married Glenn V. Stevens of Washburn on Oct. 19, 1947, at Trinity Lutheran Church in Bismarck. They farmed for several years near Washburn.

Their only daughter, Sandra, was born March 12, 1953, in Bismarck. The family soon moved to Bismarck, where Betty and Glenn resided for 50 years. She was later employed for over 20 years and retired from the Bureau of Reclamation (Government Department of the Interior) in the early '80s.

Betty's grandchildren held a special place in her heart. They were the joy of her life. She especially loved baking cookies and pumpkin or zucchini bread for them. There were many trips between North Dakota and Iowa in addition to following their activities through letters and phone calls.

Betty was a longtime member of Trinity Lutheran Church. Betty and Glenn enjoyed camping and gardening and playing cribbage. They traveled to the Scandinavian countries, several Canadian provinces, and visited 48 states. Betty's hobbies also included knitting, crocheting, reading, crossword and jigsaw puzzles and baking.

Left to cherish Betty's memory are her daughter and son-in-law, Sandy and Kevin Milton, Solon, Iowa; her grandson, Ryan, his wife, Christina and their first baby due in May; her grandson, Scott, his wife Tara and their first baby due in June; and her granddaughter Jessica, her husband, Tim and their first baby due in March. Betty is also survived by several nieces and nephews.



She was preceded in death by her parents; her husband, Glenn, in 2003; her sister and brother-in-law, Linnea and Jim Hanson; Glenn's brothers and sisters-in-law, Kenyon and Marian Stevens and Jerry and Jane Stevens; and one nephew, Ron Stevens.

Thank you to all who touched Betty's life. It has been said that "kindness is the overflowing of oneself into the lives of others."

In lieu of flowers, memorials may be made to Trinity Lutheran Church in Bismarck.

Go to www.eastgatefuneral.com to share memories of Betty and sign the online guest book.

#####

Former PN Region Employee Robert L. Johnson dies

Bob was born in Long Beach, Calif. to Iva (Ruskell) Johnson and Leonard Johnson, the second of two sons. The family moved to De Smet in 1945 and later to Huron. Bob attended schools in De Smet and Huron, graduating from Huron High in 1962. After graduation he worked with his mother and brother, Larry, for the family business, Yellow Top Cab.

In 1965, Bob began his career with the U.S. Department of Interior, Bureau of Reclamation as a surveyor. He attended Bismarck Junior College for his associates degree and in 1972 he proudly received his Civil Engineering degree from North Dakota State University. Bob continued working for the Bureau of Reclamation, transferring to the Boise, Idaho, office in 1947, where he worked in the Design and Construction division until retirement in 1994. He then was self-employed in residential rental ownership and management.

There are three children from Bob's first marriage to Sharla (Schmidt) Worthen — Michael Lynn Johnson, Terri (Tyler) Woodland and Mark Johnson, all from the Boise area. There are two children from his second marriage to Mary Anne — Allison currently in Louisiana and Michael Steven Johnson of Boise. There are eight grandchildren and two great-grandchildren. Bob thoroughly enjoyed spending quiet time and special occasions with his children, grandchildren and extended family.

Bob loved Idaho and all the mountain beauty, especially the fishing and water sports. He enjoyed baseball, was a pitcher in Boise City's slow pitch softball league for many years and umpired for Boise Little League baseball for several years.

A life celebration is planned for the springtime. Family and friends will be notified as soon as a date and venue are set.

Please donate to the National Juvenile Diabetes Research Foundation or the American Society for the Prevention of Cruelty to Animals.

Tribute from his brother, Larry:

"Bob was a true sportsman! He enjoyed every minute in his boat chasing that elusive rainbow trout. Bob fought a valiant battle with type one diabetes, but as those of us with this disease know all too well, not many get to win the battle. Rest in peace, brother!"



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Tributes from his children:

Michael Lynn — “Dad was the best dad! No one could ever say he was a quitter. He fought harder and longer than most. I admire him for that and will miss him greatly. Hope he got a big place when he got there so we can all join him someday.”

Terri — “Dad was an all-around extraordinary person — he was tough, genuine, loving, supportive, creative and kind. He had a brilliant engineer’s mind and a heart like a lion. I will forever cherish the memories. We miss you, Dad, and love you always !”

Mark — “My father was a resourceful and humble man who found pleasure in building his home and lake cabin and providing for his family. I saw him as an inventor and marveled at his creations. Dad was passionate for his family, animals, sports, travel and cuisine. May he be remembered eternal.”

Allison — “You are the type of Dad I wanted for my children. Thank you for choosing to be my father and making sure I knew that you loved me as your own.”

Michael Steven — “Such a strong, good man who taught me many practical things, like how to tie down a load. But most importantly, he taught me what love is. His love for Mom is what I want to find for my life.”

Tribute from MaryAnne:

“Bob’s endurance as he faced his many severe health issues reflected a quiet strength of character that is a model for all who knew him. I know his energy is now experiencing the joy and delight of release from those heavy weights. His smile is forever in my mind and his love is forever in my heart.”

#####

Former MP Region Employee Jim Bickford dies

Jim Bickford, an innovative Northern California cattleman who sold his family’s Placer County ranch for development, died Jan. 17 at 96, his family said.

The son and grandson of ranchers, Mr. Bickford pursued a professional career. He studied electrical engineering at UC Berkeley and worked at Mare Island Naval Shipyard during World War II. He spent a decade as a civil engineer on the Nimbus Fish Hatchery and other projects for the U.S. Bureau of Reclamation.

Giving up his office job in 1957, he returned to his roots on his family’s Bickford Ranch, a 2,000-acre livestock operation near Lincoln started by his grandfather John in 1876. He helped his father, Joseph Arthur Bickford, convert the business from dairy to beef cattle and bought out the operation in 1962.



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Leaving engineering “was a big sacrifice on Dad’s part,” said his daughter Carol Buckman. “But he had four children in five years, and he thought growing up on a ranch was a better way of life. He loved being out in the field, and he missed that when the (Bureau of Reclamation) kept him in the office.”

Mr. Bickford worked closely with experts and students at UC Davis and Sierra College as a member of the animal health committee of the California Cattlemen’s Association. He helped test improvements in raising cattle, including freeze branding, selenium testing in calves and methods to prevent abortions in cows caused by a tick-borne virus.

“Jim was an incredibly smart man. He was a progressive cattleman,” Shasta County livestock farm adviser Larry Forero said. “He was always willing to open his ranching operations to UC projects that were going to have benefits beyond his ranch gates.”

Citing high inheritance taxes, Mr. Bickford sold his family’s Placer County land to an investor in 1988. Plans to develop Bickford Ranch into a 1,900-home residential community were stymied by environmental lawsuits before the project fell apart with the collapse of investment banking giant Lehman Brothers in 2008.

Meanwhile, Mr. Bickford moved his operation to Beaver Creek Ranch in the Lassen County town of Pittville. Besides expanding the operation to include purebred sheep and hay, he introduced technology to sell cattle through video auctions.

James Herbert Bickford was born Aug. 1, 1917, in Sacramento. He graduated from Lincoln High School in 1934 and UC Berkeley in 1941. He joined the Army in 1946 and served in Okinawa, Japan.

Mr. Bickford was a charter member of the Tahoe Cattlemen’s Association, which named him 1982 cattleman of the year. He was honored as 2011 cattleman of the year by the Fall River/Big Valley Cattlemen’s Association. He held leadership positions as a member of Freemasons groups for 67 years.

Besides his daughter, Mr. Bickford is survived by his wife of 65 years, Dorothy; three sons, Ken, Ron and Larry; a sister, Myrtle Findley; six grandchildren; and 13 great-grandchildren.

A memorial is set for 1 p.m. Feb. 8 at the Inter-Mountain Fairgrounds in McArthur, Shasta County. A celebration of life is planned at 1 p.m. March 22 at Fowler Nursery in Lincoln.

In lieu of flowers, donations may be made to Shriners Hospitals or to Fort Crook Museum, 43030 Fort Crook Ave., Fall River Mills, CA 96028.

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Former Employee Margaret Louise "Sue" Heiman Brown dies

DEXTER, N.M. — Margaret Louise "Sue" Heiman Brown passed away on January 31, 2014 in Lubbock, Texas where she had been hospitalized. Sue was born February 16, 1939 to William Earl "Bud" Heiman and Margaret Helen "Gret" Teem Heiman. Sue attended Alamosa schools and graduated from Alamosa High School along with her brother William "Bud" Heiman in 1957.

Sue is preceded in death by her husband Paul Brown, her parents Bud and Gret Heiman, a brother Jimmy Heiman and a sister Margie Cunningham.

Sue is survived by her children Paula Cox of Tennessee, Lynn Irwin of Oklahoma, Les and Wes Brown of the family home in Dexter, N.M. Sue is also survived by two brothers, William "Bud" Heiman of Florida, Gerald "Red" (Phyllis) Heiman of Del Norte, Colorado and two sisters Janet Heiman and Dixie Heiman, both of Alamosa, as well as grandchildren, great grandchildren, nieces, nephews and cousins.

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What Is the Media Saying About Reclamation This Week?

[Low snowmelt set to hurt New Mexico river supplies](#)

[Rio Grande water levels low, drought continues](#)

[Snowmelt runoff forecast is low](#)

[Water needs of minnow not met, environmentalists say](#)

[Desal center looking for first customer](#)

[Some Utah farmers eligible for aid under drought disaster declaration](#)

['You don't have to be a water buffalo'](#)

[Interstate Stream Commission Works To Clear Elephant Butte Sediment](#)

[Rio Grande water outlook dim as February gets underway](#)

[USIBWC Appoints Lower Rio Grande Citizens Forum Board](#)

[Desal center looking for first customer](#)

[San Juan-Chama water an important source for Santa Fe](#)

[Texas to proceed with water lawsuit against NM](#)

[Rio Grande water users fear groundwater pumping project](#)

[Rio Grande Water Users Fear Groundwater Pumping Project](#)

[Hurt by drought, NM farmers are selling off water intended for irrigation to oil & gas companies -- for fracking](#)

[Texas law could allow pumping of groundwater that feeds Rio Grande](#)

[Cottonwood Creek Irrigation Company annual meeting](#)

[What Happens When a Town Runs Out of Water?](#)

[Low snowmelt likely to hurt NM river supplies](#)

[Runoff forecast for spring: not good](#)

[Outlook bleak for state's water supplies](#)

[Contractor clears NM river channel of sediment](#)

[NM high court won't hear water diversion case](#)

[Contractor clears NM river channel of sediment near Elephant Butte](#)

[Lawsuit threatens New Mexico's chile, pecan crops](#) video

[Let the River Flow](#)

[66,849 Federal Contract Awarded to Goble Sampson & Associat.](#)

[Change in weather could bring drought relief to N.M.](#)

[Colorado water use threatens silvery minnow, filing says](#)

[Glen Canyon Dam Adaptive Management Work Group Notice Posted in Federal Register \(1/23/14\)](#)

[Environmental group files notice against Colorado over silvery minnow water](#)

[Stuff we wrote elsewhere: Colorado's ESA obligations on the Rio Grande](#)

[Utah's Low Snowpack Prompts Below-Average Water Forecast](#) video

[Rancho Santa Fe water district reports that water supplies remain adequate despite statewide drought](#)

[Change in weather could bring moisture to NM](#)

[Non-profits benefit from Outdoor Retailer](#)

[VanDevelder: Between a rock and a dry place](#)

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[The governor's water projects: this is not a list](#)

[South Utah County discusses threat of water crisis](#)



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DUE TO DROUGHT](#)

[A free-flowing Gila River is far better than a diverted one](#)

[Group threatens to sue Colorado over river flows](#)

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